Hello Fellow Nurses,

In this issue of The Maryland Nurse, you will see introductory information about MNA’s 115th Annual Convention. For 2018, we will return to Martin’s West on Thursday, November 1st. This year’s theme speaks to the heart of the mission of MNA, Advocacy at the Bedside and Beyond.

Our convention planning committee agrees that the goal is to have something beneficial and educational for each nurse in the state. After all, what is a convention but a gathering of members for discussion on matters of importance and interest. And guess what? This convention is for every nurse. Here are three reasons why every registered nurse in the region should plan to attend.

Maryland overflows with expertise in nursing. I feel so fortunate to work around managers, educators, generalists, specialists, and advanced practice nurses with so much to share from their journey of advocacy. Perhaps like me, you have traveled to a national conference and returned enriched with new knowledge, but have also thought, I know nurses that are doing these great things right here in Maryland and we could be presenting. This year will highlight the great work of seasoned experts and the up and coming nurse innovators, but also the creative, evidence-based practice projects of our newest RN members. The call for abstracts is featured in this issue, and I ask all registered nurses to consider a proposal, share best practices, and demonstrate how every nurse can advocate for excellence.

The Maryland nursing network is alive and strong. I cannot tell you how many awesome nurses I have met through MNA events. Although I do consider myself an experienced nurse, for some time I was siloed in my amazing but limited academic nursing world. MNA opened my eyes to nurses from all areas of practice like no other conference or meeting. I find it amazing to learn about and from others in various practice settings, and interesting to hear common issues and goals. Networking with registered nurses from all areas benefits personal careers, nursing practice, and the overall welfare of those we serve. And as a bonus, it’s fun.

Finally, MNA advocates for each and every registered nurse in the State, and we need you! As I speak to different groups in our state, I know that many do not realize the magnitude of the voice of nursing. Our organization is in a dynamic place, with positive changes on the horizon. MNA membership is at an all-time high, and I thank everyone for joining. I’m asking now for even more. Every registered nurse should play a role in promoting the profession, and our professional organization. I know not everyone has the time to devote to committees or projects, but everyone can take a day to be a part of the organization that is at the heart of nursing. Mark your calendars now, and I hope you will share your story with me on November 1st.

Happy Spring,

Mary Kay DeMarco, PhD, RN, CNE
The Maryland Nurse News and Journal May, June, July 2018

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October 2014

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Preparing the Manuscript:
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2. A title page should be included and contain a suggested title and the name or names of the author(s), credentials, professional title, current position, e-mail, mailing address, telephone contact, and FAX number, if applicable. Authors must meet the requirements for authorship. Contributors who do not meet the criteria for authorship may be listed in an acknowledgements section in the article. Written permission from each person acknowledged must be submitted with the article.

3. Subheadings are encouraged throughout the article to enhance readability.

4. Article length should not exceed five (5) ¼ X 11 pages (1500-2000 words).

5. All statements based on published findings or data should be referenced appropriately. References should be listed in numerical order in the text and at the end of the article following the American Psychological Association (APA) format. A maximum of 15 references will be printed with the article. All references should be reviewed prior to publication. A maximum of 5 years of research is given on a given subject.

6. Articles should not mention product and service providers.

CORRECTION REGARDING HARFORD COMMUNITY COLLEGE NURSING STUDENTS MADE A DIFFERENCE IN ESTONIA

The Editorial Board of The Maryland Nurse extends a special apology to Tina Zimmerman, Professor of Nursing at Harford Community College for incorrectly publishing her credentials as “Dr. Tina Zimmerman” in the February, March, April 2018 issue. Tina does not have a doctorate degree and did not misrepresent herself in anyway. The Editorial Board deeply regrets this error.

Preparation of the Manuscript:
1. All submissions should be word-processed using a 12 point font and double spaced.

2. A title page should be included and contain a suggested title and the name or names of the author(s), credentials, professional title, current position, e-mail, mailing address, telephone contact, and FAX number, if applicable. Authors must meet the requirements for authorship. Contributors who do not meet the criteria for authorship may be listed in an acknowledgements section in the article. Written permission from each person acknowledged must be submitted with the article.

3. Subheadings are encouraged throughout the article to enhance readability.

4. Article length should not exceed five (5) ¼ X 11 pages (1500-2000 words).

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Dr. Charlotte Wood spoke at the 16th annual Miltenberger Emergency Services Seminar held on March 9 and 10, 2018 at the Rocky Gap Casino Resort in Flintstone, MD. The Miltenberger Emergency Services Seminar is designed to meet the continuing education needs of emergency services providers in Western Maryland and the surrounding area. The large diversity of workshops offered at the seminar included EMS, nursing, fire, and dispatch. A strong interworking relationship among public safety and health care providers in this area and others, are key to successful outcomes in any incident. Dr. Wood presented on the role of professionals in “Applying Ethical Theory in Professional Life: Difficulty in Delegation and Ethical Decision Making.” EMT’s, paramedics, nurses, and physicians were in attendance and enjoyed the lecture presented by Dr. Charlotte M. Wood.

For more information, contact the author: Dr. Charlotte Wood at: themarylandnurse@gmail.com or at charlottewood58@gmail.com

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Four University of Maryland School of Nursing Students Awarded Grants to Participate in Global Education Projects

Program facilitates global opportunities for students.

Baltimore, Md. – Four University of Maryland School of Nursing (UMSON) students have been awarded grants to participate in the University of Maryland, Baltimore’s (UMB) Center for Global Education Initiatives (CGEI) grant program, which supports students traveling abroad this summer to various destinations to participate in global health initiative projects.

Clinical Nurse Leader master’s student Elyse DeLaittre; Bachelor of Science in Nursing students Julie Factor and Sarah Litts; and PhD student Amy Nelson received grants to participate in various projects. CGEI is also providing guidance to the students regarding travel planning, cultural preparation, funding resources, and safety and security.

“We are very excited for Amy, Sarah, Elyse, and Julie. Traveling to another country to address critical global health challenges forces our students to shift their cultural stances and opens their eyes to other ways of providing health care,” said Yolanda Ogboha, PhD ’11, MS ’05, BSN ’04, CRNP-Neonatal, assistant professor and director, UMSON Office of Global Health. “Global health service-learning experiences are important pathways for bidirectional learning and are often transformational experiences.”

Nelson and Litts will travel to Costa Rica with four other UMB students and three faculty members from the University of Maryland School of Law to participate in the project “A comparative analysis of emerging infectious disease outbreak preparedness and response in Costa Rica and the U.S.” The team will examine how the U.S. and Costa Rican governments responded to the 2016 Zika outbreak from clinical, pharmaceutical, health care, and community perspectives; compare and contrast the advantages and disadvantages of the two different approaches; and assist in conceptualizing how to implement in the United States successful practices used abroad, while overcoming potential barriers. Additionally, students will learn how to engage the community during infectious disease outbreaks.

DeLaittre, three other UMB students, and two faculty members from the University of Maryland School of Medicine (UMSOM) will travel to The Gambia to participate in the project “Health system strengthening in The Gambia: A continuation of prior work.” This project will build upon the foundational work laid in previous UMB visits in 2014 and 2016, with the aim of providing local Gambian health leaders with the knowledge and resources to fortify the country’s health system. Previously, UMB has served as a World Health Organization (WHO) Collaborating Centre for Occupational Health in support of WHO’s Global Plan of Action on Worker’s Health. The team will provide technical expertise and content knowledge focused on the health care environment to assist low-to-middle income countries in implementing practices to ensure basic worker protections. Additionally, the group will work to prioritize and implement health care worker protections as one pillar of health system strengthening and sustainability.

Factor, two other UMB students, and an UMSOM faculty member will go to Rwanda to participate in the project “First assessment of injection drug use practices and associated HIV risks in Kigali, Rwanda.” Students will partner with a team of Rwandan medical and nursing students to develop a survey to implement a pilot study at a clinical site in Kigali. The team will seek to ascertain the prevalence and associated behaviors for injection drug use in addition to processing data and presenting the results at an international infectious disease conference.

UMSON’s Office of Global Health predominantly focuses on nursing students, while CGEI is a campuswide academic resource center for UMB faculty and students who are interested in global education opportunities. CGEI promotes and supports interprofessional global education, identifies global themes that can be contextualized locally, and facilitates academic work related to global education.

“The summer grants program spearheaded by the Center for Global Education Initiatives provides an extraordinary opportunity for our nursing students to join other UMB students and faculty in interprofessional learning opportunities within a global context,” said UMSON Dean Jane Kirschling, PhD, RN, FAAN. “Our students will participate in what will undoubtedly be an incredible learning and service experience that reflects our commitment to interprofessional education and to diversity and inclusion.”

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University of Maryland School of Nursing and Medicine Cut Ribbon on Collaborative Standardized Patient Program

Standardized Patient Program Ribbon-Cutting Ceremony

Dean Jane M. Kirschling, PhD, RN, FAAN and leaders of the University of Maryland, Baltimore and the University of Maryland Medical Center

On Thursday, March 1, 2018, The University of Maryland Schools of Nursing and Medicine opened an expanded and enhanced facility where learners from the University of Maryland, Baltimore (UMB) and across the region refine their clinical and communication skills with professional standardized patients (SPs). Since its original launch in 2000, the Schools have collaborated on the standardized patient program.

SPs are “trained patients” who offer learners an opportunity to practice history and physical exam skills or who present patient/client case scenarios in a clinical setting. The program uses more than 120 SPs – 65 percent are trained actors. UMB’s new interprofessional facility offers enhanced realism of SP encounters through a conscious approach to organizational design so that learners and SPs do not cross paths before their encounters and an environment that looks like a real clinic or hospital setting. The facility also features improved audio/visual capabilities with high-definition cameras, contemporary clinical equipment in the exam rooms, a small-group learning space with equipment for recording, and an SP training room with equipment to record trainings.

Through SP encounters, learners gain essential experiences that are critical to preparing them for clinical practice and for building a skilled workforce and improving health care outcomes. The encounters are controlled, making them safe for both the student and the SP, and can be reproduced consistently for ongoing standardized assessment and instruction.

UMB’s Standardized Patient Program provides clinical education to medicine, nursing, pharmacy, social work, genetics counseling, physical therapy, and other health program students. In addition, UMB makes its facilities available for the training of other health personnel such as paramedics and physician assistants and to other colleges and universities in the region. Following the ceremony, SPs and students offered tours of the facility.

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University of Maryland School of Nursing

in Top 10 Nationally For All Ranked DNP
and Master’s Specialties

**UMSON Nursing Informatics specialty
still No.1 in the nation.**

Baltimore, Md. — In the newly released 2019 edition of U.S. News & World Report’s “America’s Best Graduate Schools,” the University of Maryland School of Nursing (UMSON) is included in the top 10 nationally for all ranked master’s and DNP specialties. The School’s master’s-level Nursing Informatics specialty remains No. 1 in the nation.

UMSON’s overall Doctor of Nursing Practice (DNP) program is ranked at No. 8 with the Adult-Gerontology Acute Care Nurse Practitioner/Adult-Gerontology Clinical Nurse Specialist specialty ascending to No. 3. Its Family Nurse Practitioner, Adult-Gerontology Primary Care Nurse Practitioner, Psychiatric Mental Health Nurse Practitioner – Family, Pediatric Primary Care Nurse Practitioner, and Nurse Anesthesia round out its top-10 DNP specialty rankings. The Nurse Anesthesia specialty rankings were released in the 2017 edition of “America’s Best Graduate Schools” and will be in effect until 2021. In addition, two master’s specialties — the Clinical Nurse Leader option and Nursing Administration, which represents UMSON’s Health Services Leadership and Management specialty — join Nursing Informatics in the top five.

“Through the agreement, students can apply and be admitted to UMSON’s BSN program while in HCC’s ADN program. Students will receive transfer credits from UMSON for completed coursework at HCC and will be granted special student status, allowing them to take UMSON courses while still working on their associate degree, thereby saving them time and money in completing their BSN degree.

“We encourage all of our nursing students to determine their career goals early in their nursing education and develop an academic progression plan,” said Laura Cianelli Preston, dean, Nursing and Allied Health Professions, HCC. “This partnership adds to our students’ options in taking the next step in advancing their nursing degree.”

An effort to increase qualified nursing candidates, the agreement is helping further the mission of the Future of Nursing: Campaign for Action, an initiative of the Robert Wood Johnson Foundation and the AARP to help advance comprehensive health care change. The campaign uses as its framework the landmark 2010 Institute of Medicine report, The Future of Nursing: Leading Change, Advancing Health. The partnership program specifically addresses one of the eight goals set forth in the report: to increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

“We are excited to begin this partnership with Harford Community College. It will provide ADN students at Harford Community College with a flexible BSN degree option for continuing their education,” said Linda Murray, DNP, CPNP-Ped, assistant professor and director, RN-to-BSN Program, UMSON.

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“Through the agreement, students can apply and be admitted to UMSON’s BSN program while in HCC’s ADN program. Students will receive transfer credits from UMSON for completed coursework at HCC and...
Address Healthcare Disparities with Service Learning

The Montgomery College Nursing Club sponsored a trip of 7 nursing students to attend and volunteer for Remote Area Medical, (RAM). RAM provides basic medical services, vision, and dental care, mostly in the Appalachian mountain areas, to those who do not have access or the financial ability to visit a doctor. The students and 3 faculty drove to Buena Vista, Va. on March 8 and worked with over 400 patients starting at 6 am and running throughout 2 days. The students provided intake and triage to the patients, listened to their needs, and provided basic health education.

The stories from the local residents were fascinating, heartbreaking, and opened their eyes to the healthcare needs of a very needy population right here in our own backyard, 2.5 hours from Takoma Park. Participating were needs of a very needy population right here in our own backyard, 2.5 hours from Takoma Park. Participating students included: Lise Perzan, Dana Coyle, Maggie Rounton, Karen Orellana, Michael Mendelson, Diana Gomez and Melissa Labay. For questions and inquiries, please contact the author: Lena Choudhary, JD, MSN, RN can be contacted at lena.choudhary@montgomerycollege.edu, or Montgomery College Nursing Department, 7600 Takoma Avenue, Takoma Park, Md 20912.

Baltimore, Md. – The University of Maryland School of Nursing (UMSON) is one of 31 schools of nursing nationwide selected to receive a grant aimed to increase the number of nurses holding PhDs. The selected schools compose the fifth cohort of grantees of the Robert Wood Johnson Foundation (RWJF) Future of Nursing Scholars program, which provides financial support, mentoring, and leadership development to nurses who commit to earning their PhDs in three years. UMSON has received a $150,000 grant to award two nursing students with this prestigious scholarship.

“Our fifth cohort of scholars will join an impressive group of nurse researchers who are already making significant contributions to the field. This program is designed to empower nurse leaders to progress efficiently. The selected scholars will complete their PhDs in an expedited, three-year time frame,” said Julie Fairman, PhD, RN, FAAN, Future of Nursing Scholars program co-director and Nightingale Professor of Nursing and chair of the Department of Biobehavioral Health Sciences at the University of Pennsylvania School of Nursing.

In its landmark nursing report, the Institute of Medicine recommended doubling the number of nurses with doctorates. While enrollment in Doctor of Nursing Practice programs has increased exponentially, PhD program enrollment has seen less growth. Increasing the number of nurses with PhDs can help ensure that more nurses are conducting vital research and will also help address the nurse faculty shortage.

“When this program concludes, we will have graduated more than 200 PhD-prepared nurses. RWJF is thrilled to see the program succeed so well, and we are very thankful for the other funders who have joined us in support of this work,” said Susan Hassmiller, PhD, RN, FAAN, Future of Nursing Scholars program co-director and Nightingale Professor of Nursing and chair of the Department of Biobehavioral Health Sciences at the University of Pennsylvania School of Nursing.

University of Maryland School of Nursing Receives Prestigious Future of Nursing Scholars Grant

Robert Wood Johnson Foundation announces fifth and final cohort for innovative program.

In addition to the $75,000 per scholar that UMSON has received from RWJF, the School of Nursing will provide matching funds of $50,000 per scholar from an endowed fund for educational assistance. UMSON will select its two scholars this spring, and the students will attend a boot camp with the Future of Nursing Scholars program this summer and begin their PhD studies this fall.

“We are thrilled to be able to have two PhD students participate in this cohort of the Future of Nursing Scholars program and are grateful to the Robert Wood Johnson Foundation and the other funders for establishing such a robust program of financial support, interdisciplinary mentoring, and networking,” said UMSON Dean Jane M. Kirschling, PhD, RN, FAAN. “There is a critical need for additional PhD-prepared nurses to lead in the spheres of research, education, practice, and policy and address the challenges of our health care system to ensure that we are able to meet the needs of our patients and society at large in the years ahead.”

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The Johns Hopkins School of Nursing Returns to No. 1 in U.S. News & World Report Rankings

The Johns Hopkins School of Nursing (JHSON) is the No. 1 accredited graduate nursing school in the country, according to the U.S. News & World Report 2019 rankings. The school also maintained its previous No. 2 ranking for the Doctor of Nursing Practice (DNP) program.

“We are proud of this accomplishment, both in the rankings and in the opportunities we provide here at Johns Hopkins,” says Patricia Davidson, PhD, MEd, RN, FAAN, dean of JHSON. “This has been a year of impressive growth, graduating the first class of Master of Science in Nursing (MSN) Entry Into Nursing Program students, launching various online options and new programs, recruiting additional faculty, and continuing our tradition of excellence, diversity, and advocacy.”

JHSON remains consistently top ranked across the globe in research funding and has been named the No. 3 nursing school in the world by QS World University. In 2017, the school announced the Doctor of Nursing Practice (DNP) Advanced Practice/Doctor of Philosophy (PhD) program, the first in the country where students can receive both degrees simultaneously from one school, and finalized the transition of master’s to doctoral programs for nurse practitioner students.

In addition, the school graduated the first ever Doctor of Nursing Practice program to be delivered in the Middle East, hired 10 faculty, saw five faculty inducted as fellows in the American Academy of Nursing, increased research in the areas of pediatrics, violence, mental health, substance use, gerontology, and more, and tripled the size of the PhD program since 2015.

“It’s the unrelenting effort of our students, faculty, and staff to be thought leaders and models of excellence that makes our ranking a reality,” says Davidson. “We are ever energized by the growing opportunities to move our profession forward.”

Conducted annually, the U.S. News & World Report rankings are determined by weighing peer assessment, program size, student selectivity, faculty resources, research activity, and more. This year’s survey included 296 master’s programs. For full details regarding the U.S. News & World Report rankings, go to www.usnews.com/grad.

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The Johns Hopkins School of Nursing Remains Among Top-Ranked in World Survey

The Johns Hopkins School of Nursing (JHSON) ties as the No. 3 nursing school in the world by QS World University in its 2018 rankings, maintaining its international ranking as a university dedicated to improving the health of individuals and communities locally and globally.

“I am truly proud to be among the best nursing institutions and known for our commitment to a global view of research, education, and practice,” says Patricia Davidson, PhD, MEd, RN, FAAN, dean of JHSON. “We have a great responsibility to move nursing and education forward, and our work is never finished. The rankings remind us of our long-term vision to remain purposeful to research and the education and health of our students and communities worldwide.”

The ranking methodology is based on academic and employer reputation, research citations per scholarly article, and faculty productivity and impact. At JHSON, faculty expertise and research covers a wide range of topics including aging, administration, pediatrics, family care, mental health, gender-based violence, community and global health, cardiovascular health, ethics, HIV/AIDS, and more. The school is ranked No. 2 for its graduate nursing education by U.S. News & World Report.

JHSON was recently elected as the Coordinating Centre for the Global Network of World Health Organization Collaborating Centres (WHOCCs) for Nursing and Midwifery. Through this designation, the school will lead the Network’s efforts in strengthening nursing and midwifery to promote universal primary health care.

Other global achievements throughout 2017 include graduating the first ever Doctor of Nursing Practice program to be delivered in the Middle East, welcoming a new associate dean of global affairs, and developing a two-week nursing leadership development course for Hong Kong Sanatorium and Hospital.

The school also chaired the Consortium of Universities for Global Health conference in Washington, DC and received numerous international awards through Sigma Theta Tau International (STTI) and the International Council of Nurses’ Florence Nightingale International Foundation. Most recently, two faculty members—Professor Hae-Ra Han, PhD, RN, FAAN, and Associate Dean of Global Affairs Nancy Reynolds, PhD, RN, C-NP, FAAN—were selected for induction into the STTI International Nurse Researcher Hall of Fame.

“Nursing is the profession that connects the dots in advancing global health care, and the Johns Hopkins School of Nursing is proud to remain at the forefront as a school and leader,” says Davidson.
MAAPC continues to implement recommendations in the Institute of Medicine’s The Future of Nursing, Leading Change, Advancing Health

Dr. Elaine Crain, DNP, MSN, RN, FNP

According to the Campaign for Action, “when experts work in teams, people have more and better options for good care. Nurses, physicians, pharmacists, social workers, and others in health and health care need to coordinate their efforts with each other as well as with those in education, business, transportation, community development, and other industries for the good of all. Action Coalitions working to further interprofessional collaboration include Colorado, with a grant from the Health Resources and Services Administration to implement interprofessional practice teams at community health centers; Hawaii, which is building an interprofessional workforce database; and Virginia, which partnered with the Medical Society of Virginia Foundation to implement a pilot clinical leadership program that encourages pairings between nurses and other providers. A dozen states have or are in the process of creating an interprofessional collaboration practice and/or education model” (Fostering Interprofessional Collaboration. (2017, December 6). Retrieved March 13, 2018, from https://campaignforaction.org/issue/fostering-interprofessional-collaboration/).

In 2011, the Maryland Coalition of Nurse Practitioners (MCNP) changed its name to the Maryland Academy of Advance Practice Clinicians (MAAPC) and through a bylaw change became the first organization in the nation to include all Advanced Practice Nurses (APN) and Physician Assistants (PA) in one association! MAAPC’s objective was to implement the ambitions of the Institute of Medicine's Health Care Quality Initiative (the IOM Report) and the Consensus Model for APRN Regulation for Licensure, Accreditation, Certification and Education (the LACE Report). MAAPC members also believed that in order to promote the new health care paradigm and improve the health care system in Maryland, nurse practitioners (NP) needed to support and understand our APN and PA colleagues. One of the founding members of the organization, Lorraine Diana, says “it was a perfect time for all advanced practice clinicians to come together as a cohesive group with similar goals to obtain equitable payment for our services, recognition by insurance companies as independent providers, and legislative changes that allow us to practice to the full extent of our education, training and experience” (personal communication, February 20, 2018).

A little history: In August 2005, 16 nurse practitioners gathered to discuss the formation of an organization that would support their educational and networking goals in Southern Maryland. Since that initial gathering, MCNP grew into a statewide organization, representing nurse practitioners for educational purposes, and soon after began a legislative agenda. The number one goal of that agenda was to like­wise change the name to the Maryland Academy of Advance Practice Clinicians (MAAPC) and through a bylaw change became the first organization in the nation to include all Advanced Practice Nurses (APN) and Physician Assistants (PA) in one association! MAAPC’s objective was to implement the ambitions of the Institute of Medicine’s Health Care Quality Initiative (the IOM Report) and the Consensus Model for APRN Regulation for Licensure, Accreditation, Certification and Education (the LACE Report). MAAPC members also believed that in order to promote the new health care paradigm and improve the health care system in Maryland, nurse practitioners (NP) needed to support and understand our APN and PA colleagues. One of the founding members of the organization, Lorraine Diana, says “it was a perfect time for all advanced practice clinicians to come together as a cohesive group with similar goals to obtain equitable payment for our services, recognition by insurance companies as independent providers, and legislative changes that allow us to practice to the full extent of our education, training and experience” (personal communication, February 20, 2018).

A little history: In August 2005, 16 nurse practitioners gathered to discuss the formation of an organization that would support their educational and networking goals in Southern Maryland. Since that initial gathering, MCNP grew into a statewide organization, representing nurse practitioners for educational purposes, and soon after began a legislative agenda. The number one goal of that agenda was to obtain full practice authority (FPA) for NPs and the journey ultimately took 10 years of legislative work. In 2010 legislation eliminating the written academic requirements for nurse practitioners was passed, followed by the bill for FPA signed in law by Gov. Martin O’Malley in 2015.

MAAPC continues to support and work with our fellow APNs and PAs in their legislative and educational endeavors and has partnered with the Board of Nursing, the Maryland Department of Health, the Maryland Nurses Association and many other organizations through the years. Members volunteer to testify during General Assembly sessions in Annapolis, review and help rewrite bills that affect Advanced Practice Clinicians (APC) practice and, when needed, introduce legislation that improves and ensures the continuation of FPA for NPs. MAAPC holds annual continuing educational (CE) conferences that focus on clinical practice and pharmacology, and also offers a CE symposium that goes beyond day-to-day clinical practice for those who want to enhance their career and become leaders in their field.

Membership in the organization is open to all APC including nurse practitioners, clinical nurse specialists, nurse midwives, nurse anesthetists, physician assistants, as well as others involved/interested in health care. We offer many benefits to our members:

- Biannual Affordable local CE/CME Conferences
- Annual Professional Development Symposium
- Dinner Meetings in Annapolis & Southern Maryland
- Representation at the State Legislature
- Preceptor & Mentoring Opportunities
- Discounted AANP Membership

Moving into a new era, MAAPC’s future is in flux. Many new APCs are looking to social media platforms instead of in-person meetings for their continuing education and networking. New ideas and skills will be needed on MAAPC’s Board to meet this challenge and present Board members are motivated to mentor these new leaders, using knowledge developed since 2005 and supporting the adaption to the new paradigm.

Dr. Elaine Crain is a family nurse practitioner and served as a Commissioned Officer in the USPHS. She is the president of the Maryland Academy of Advance Practice Clinicians. MAAPC’s Pharmacology Update 2018 will be held on September 29, 2018 at AAMC, Annapolis.

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consumers to order the reports. This is one of the times when the adage “Consumers into the benefit package of the website’s pop-up ad and appears as the only option for know. But, the free credit reports that are available through the FCRA are bundled of $39.95, that is about $480 annually. Maybe some people want this service, I don’t a credit monitoring service and an identity theft insurance policy at the monthly cost from all 3 Bureaus as of (add today’s date here).” Consumers may miss the fact that be part of the federal government’s website, but, really are outside of its borders, all accessing the federal government’s website, four ad-choices that seemingly appear to by USPS the completed “Annual Credit Report Request Form.” Deceptively, even when a website authorized by the federal government; calling 877-322-8228, or sending data. It will take about 15 days to get the report.

We can request these credit reports either by: accessing www.annualcreditreport.com, a website authorized by the federal government; calling 877-322-8228, or sending in the Truth) Common Misconceptions about Credit Cards related to Credit Reporting (and Finance Protection Bureau at https://www.consumerfinance.gov/. The most common errors found in the credit reports are: identity errors including demographic misinformation and activity suspicious of identity theft; account balance errors with closed accounts labeled as open or balances incorrectly labeled as delinquent or late; data management errors with accounts reported several times from different creditors or incorrect data appears after it was resolved; and, balance errors with an incorrect credit limit or current balance. Credit reporting agencies have 30 days from when a dispute is received to correct or remove inaccurate or incomplete data from its credit report. If resolution is not forthcoming, submit a complaint through the federal government’s Consumer Protection Bureau at https://www.consumerfinance.gov/.

Common Misconceptions about Credit Cards related to Credit Reporting (and the Truth)

- Don’t get a credit card, just use pre-paid or debit cards. (Responsibility use of a credit card establishes and builds a credit history)
- Carry a balance on your credit card; it will help your score. (Time, meaning paying at least the minimum balance by the due date; and, utilization, meaning keeping the percentage of statement balance over total available amount less than 30%, are the most important things you can do to help your credit score.)
- Only have one credit card. (This could either be a truth or a misconception. Some people have trouble managing more than one credit card for a variety of reasons. However, if someone is able to manage more than one credit card, then go for it. The benefit of having multiple credit cards is that it spreads out debt over multiple credit limits; and, therefore, keeps that utilization percentage low.)
- Opening a credit card will hurt my credit score. (The credit score will only be reduced by about five points with a new credit card.)
- Don’t accept a credit limit increase. (An increase in credit limit, as long as there is not more spending, will decrease the utilization percentage. Requesting a credit limit increase may trigger a credit bureau inquiry that will lower the credit score about ten points. When the bank offers a credit limit increase, no credit score points are lost.

Credit Scoring

Credit reporting agencies use different scoring models, so your credit score may vary based on the agency. The reason is different scoring models may consist of different variable and different algorithms. For example, the credit score reported for an inexpensive used car loan may have a different focus and value than the credit score for a first home mortgage. Timing is also a factor. When the credit reporting agencies send their reports send their reports at the same time, or to order one of each agencies or credit bureaus: Equifax, Experian, and TransUnion each provide us with the outcomes of the FCRA is that even though credit reporting agencies have the same purpose, they are competitors and may have collected different data. It will take about 15 days to get the report.

We can request these credit reports either by: accessing www.annualcreditreport.com, a website authorized by the federal government; calling 877-322-8228, or sending in the Truth) Common Misconceptions about Credit Cards related to Credit Reporting (and the Truth)

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reporting agency updates the score and when the request is made impacts the credit score. Some say the numbers can change daily.

How can banks, creditors, and consumers make sense out of all the different scoring models and the different credit reporting agencies?

FICO®
FICO®, the acronym for Fair, Isaac Corporation (Bill Fair and Earl Issac), scores, as determined by five “ingredients,” are reportedly used in about 90% of lending situations daily to judge a consumer’s credit risk. While the basic “ingredients” are known, the calculation for this hot commodity is their proprietary algorithm. The scoring range is either from 300 to 950, or 250-900, with a higher score indicating lower credit risk. A high FICO® score could lead to more loan approvals, lower interest rates, and better terms. Equifax, Experian, and TransUnion may each report a different FICO® score when queried at the exact same time.

Five “Ingredients” of a FICO® score, version 8

35% payment history
30% amount of debt
15% length of credit history
10% new credit
10% credit mix

To make things even more complex there are industry specific credit scoring available, for example Auto FICO®. There have been multiple revisions of FICO® scoring throughout its 25 years of existence. Currently, most banks are working with version eight, although earlier versions with different algorithms are still in use today. In FICO® Score 9 unpaid medical collections have less of a negative impact than they had in previous versions.

FICO® scores may be available to you for free through credit card companies and banks, and with loan applications. At a cost of about $20 (one credit bureau) or $50 (all three credit bureaus) you can buy your FICO® scores through myFico.com.

Future Nurse$' Money Matter$?
Some of the topic options for upcoming issues of The Maryland Nurse are the financial toxicities of health care, financing nursing retirement through social security, nursing education loans, and the cost of drugs. Please contact Dr. Charlotte Wood, Editor of The Maryland Nurse at theMarylandNurse@gmail.com with your thoughts about today’s topic as well as future topics.

References

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Pathway to Practice: A Guidebook for Nurse Practitioners in Maryland

Did you know you can purchase your own personal copy of the Pathway to Practice: A guidebook for nurse practitioners in Maryland? Written by NPAM leadership and Nurse Practitioner (NP) experts, this guidebook will answer your questions about licensure and certification in Maryland, scope and standards of practice, insurance and billing, malpractice insurance resources, hospital admitting privileges, employment, advanced practice education, legislative achievements for NPs in Maryland, and so much more.

If you are a student wishing to practice in Maryland, a Nurse Practitioner currently employed in Maryland, an educator who teaches NP students, or are just interested in the practice environment for NPs in Maryland, this resource guide is for you! For just $40.00 you can quickly get your questions answered and have the resources you need at your fingertips. Just go to this link and order your copy today https://npam.siteym.com/store/ViewProduct.aspx?id=2660457 or visit NPAM at www.npamonline.org and go to Resources on the home page, then click on Guidebook for NPs.

The Nurse Practitioner Association of Maryland has been advocating for NPs for over 25 years. You can find out more about us by visiting our home pages at www.NPAMonline.org or by contacting Beverly Lang, NPAM Executive Director at NPAMExDir@npedu.com.
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CALL FOR ABSTRACTS: ORAL PRESENTATIONS AND POSTERS

Martin’s West | 6817 Dogwood | Baltimore, Maryland 21244 | Thursday, November 1, 2018 7:30 a.m. - 5:00 p.m.

To support this year’s convention theme, the Maryland Nurses Association is seeking submissions that share innovative ideas and best practices. Nurses and nursing colleagues across the health care continuum are invited to submit abstracts for either an oral or a poster presentation. Authors may submit abstracts of completed work or work in progress. Abstracts will be reviewed and selected through a blind peer-review process.

Submission deadline is June 8, 2018

Convention Theme: To prepare nurses across a continuum of care to lead change that will improve the health of all Marylanders and to discuss new opportunities and roles for nurses to advocate for policy supporting the highest quality healthcare and best practices. Based upon feedback received from convention attendees we reserve the right to organize the presentations into topical tracks.

Presentation Options
1. Oral presentations will have 50 minutes for the presentation followed by a 10-minute question and answer period.
2. Poster presentations should be a stand-alone visual display (on a standard height easel) of a topic of interest. At least one (1) author is required to be present during the poster sessions to respond to questions posed by convention attendees.

Acceptance Notice
Notification of acceptance will be emailed by June 25, 2018

Registration & Fees
1. Gratuitous registration allowed for one (1) oral presenter per session. (Note: Early registration is required for the gratuitous registration)
2. All oral and poster presenters attending the convention are required to register.

Contact Hours
1. Presenters and participants should plan to attend the day in its entirety to receive contact hours. Partial credit will not be available
2. Continental breakfast and lunch will be provided to all registered presenters and participants.

A copy of the 2018 Call for Abstracts: Oral Presentations and Posters can be found on the Maryland Nurses Association web site. You may go to www.marylandrn.org where you will see Upcoming Events. Click on “2018 Call for Abstracts for 115th Annual Convention” to download your copy.
The Nurse Support Program II (NSP II) has sponsored and funded two certified nurse educator (CNE) workshops for nurse educators across the state of Maryland. The NSP II is funded by the Health Services Cost Review Commission (HSCRC) and administered by Maryland Higher Education Commission (MHEC). The goal of the Nurse Support Program is to increase the number of nurses in Maryland. NSP I supports hospital centered initiatives while NSP II focuses on expanding the capacity to educate nurses through increasing faculty and strengthening nursing education programs at Maryland institutions. The workshops were well attended by approximately 120 of the 600 full-time faculty within the state of Maryland. That equals about a fifth of the total full-time faculty in the state.

Peg Daw, administrative coordinator for the Nursing Support Grant programs and Kimberly Ford, a grant specialist for the programs arranged for the inclusion of nurses from across the state to attend the NLN CNE review workshops. Ms. Daw stated, “Our end goal is to get nurse faculty to feel confident and prepared to take the examination for the NLN certified nurse educator credentials in nursing education. Our focus is to increase the number of nurse educators that demonstrate excellence and expertise in nursing education.” Dr. Diane Billings, co-author of “Teaching in Nursing: A Guide for Faculty,” lead the NLN CNE review. Ms. Ford facilitated the process and provided all activities associated with the success of the event. Many nurses attended and most committed to the completion of their CNE within six months of taking this cost free program. More workshops will be scheduled for the fall. Author, Dr. Charlotte M. Wood can be reached at charlottewood58@gmail.com.
Registered Nurses and members of the MNA figured prominently among those
who gathered at the Maryland Legislature in Annapolis on February 19, 2018 to support
and learn from our legislators. Our very own active Nurse-Senator Shirley Nathan-
Pulliam, RN of District 44 (in Baltimore City and County), provided updates on the almost
20 bills that she is sponsoring this Session. Many of these bills deal with issues that are
very important for the health of Marylanders and were written to deal more aggressively to
address healthcare disparities. A number of other State Senators and Delegates were also
present and had the opportunity to discuss bills, issues, and concerns with their nurse
constituents.

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- Full-time study for quick career advancement
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- Small cohort; one-on-one faculty interactions
- Tuition assistance available (Good Neighbors
Grad Scholarship for Delaware students)
The MANS 38th Annual Convention

A special thanks to all who contributed to make this event possible by hosting, sponsoring and exhibiting, and/or presenting at the conference. Finally, as the faculty advisor, I would like to acknowledge the hard work and dedication that the Board of Directors of MANS who truly made this convention happen. As students completing nursing programs, with jobs and families each of these students took on this additional responsibility of MANS. Their professionalism, teamwork, and leadership helps to strengthen the nursing profession.

The MANS Board of Directors

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Coppin State University Revitalizes the MANS Organization and Celebrate Student Nurses Appreciation Day

Coppin State University Nursing Students revitalize and launch a MANS organization with a successful “Student Nurse Appreciation Day.” The President of the MANS organization, Ms. Nicole West (Top row, (L) of the Dean) states, “The goal of our organization is to increase the student morale because sometimes we forget to enjoy the journey. We have participated in CSU’s health initiatives, health fairs, and have partnered with other entities to improve test taking, leadership, and professionalism. Lastly, we are passionate and must engage in being good role models for other students at the University.” Student members of the MANS organization are excited about their role in the growth and enhancement of the baccalaureate nursing student. For more information contact author Dr. Charlotte M. Wood at charlottewood58@gmail.com
District 2 News

Dr. Jonas Nguh Receives ANCC Certified Nurse’s Award

On March 19, 2018 Dr. Jonas Nguh RN, became one of the recipients for The American Nurses Credentialing Center’s (ANCC) 2018 Certified Nurse’ Awards in the category of Nurse Executive. He is the first African and the first male to receive this very prestigious award in this category. The judges cited his significant contributions in various strategic initiatives.

Dr. Nguh co-created a 2 year inter-disciplinary cardiac nurse fellowship program to promote expert nursing practice. The fellowship resulted in the hospital receiving ANCC’s Nurses Gold Beacon Award for Excellence, three (3) years in a row. In addition, he also designed a feasibility study that measured the impact of promoting comfort through early palliative care consultation and standardized interventions for patients undergoing bone marrow transplants. The ANCC identified his successful implementation of these activities, as well as, the Compassion Outreach and Peer Encouragement program, and the Evidence-based Internship program. He has spearheaded many other programs that contributed to improving overall patient care delivery and advancement of professional practice for nursing staff.

His tireless commitment to the pursuit of excellence in clinical practice and in achieving optimum clinical outcomes within his organization projects a very positive image and provides the evidence necessary for what an ANCC certified nurse should be recognized for and deserves. Dr. Nguh’s work exemplifies excellence in the dimensions of innovation, collaboration, leadership, professional risk taking, and patient-centered care – which are the hallmarks of this award.

Congratulations and thank you to Dr. Jonas Nguh for being selected to receive this well-deserved award and for advancing the profession of nursing. To contact Dr. Nguh please send an e-mail to inguh20@hotmail.com. Author: Dr. Charlotte M. Wood at charlottewood58@gmail.com.

District 2 Seeking Nomination from Members for 2018 NURSE OF THE YEAR

Deadline is August 1, 2018

MNA District 2 is seeking nominations from our members for our 2018 Nurse of the Year. This honor will be awarded to a Registered Nurse demonstrating scholarship, commitment, advocacy and/or leadership in the practice of nursing. Only MNA District 2 members may nominate a nurse for this honor. Your nominee does NOT have to be a member of MNA or ANA.

Nominees must meet the following criteria of eligibility:
- Currently employed, volunteering or living in District 2
- Current active or volunteer unencumbered Maryland RN licensure
- Validated record of leadership or contribution to improving health care in:
  - Practice
  - Research
  - Public health policy
  - Education
  - Mentorship
  - Humanitarian or Volunteer Service
- Demonstrated involvement in community service
- Provide at least two references. One of the references must be a member of MNA District 2.
- The awardee and his or her nominated nurse are expected to attend the September 24 meeting of District 2 at Martin’s West to receive the Award.

Nomination
1. It is simple! Email mnadistrict2@gmail.com for a nomination form!
2. The application must be received before August 1, 2018. It must be mailed if an official document is included (address above) Otherwise it may be e-mailed to mnadistrict2@gmail.com.

Our 2018 Nurse of the Year will receive special recognition in the Maryland Nurse and on our website, a Plaque, and a special gift from MNA District 2.
Become a Nurse Leader

The Nurse Leadership Institute at the University of Maryland School of Nursing announces a call for applications for its Leadership Development Program. This yearlong, high-level leadership program is open to registered nurses in Maryland and is offered at no charge thanks to an NSP II grant.

Nurses can receive up to 40 Continuing Nursing Education (CNE) contact hours for their participation.

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- Complete online application at www.fortwashingtonmc.org

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November 1, 2018

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(1) If you are currently a nonmember, you can save $135 on the Convention registration fee by becoming a member at the time you register! You can become a member for $15 per month or $174 per year. Once you have joined at the time you register, you can take advantage of the special registration fee of only $150.
AUSTIN, TX (March 19, 2018) -- The Fellows of the American Association of Nurse Practitioners (FAANP) will induct 64 nurse practitioner (NP) leaders into the FAANP in June 2018. The new AANP members will continue the tradition of impacting national and global health through their outstanding contributions. Maryland Fellows include Helen Brown, Sharon Dudley-Brown, Beverly Lang, Edward Poindexter & Elizabeth Sloand.

The American Association of Nurse Practitioners® (AANP) will honor this year’s FAANP inductees at a ceremony and dinner on Thursday, June 28, during the AANP 2018 National Conference at the Colorado Convention Center in Denver.

The FAANP program was established in 2000 to recognize nurse practitioner leaders who have made outstanding contributions to health care through clinical practice, research, education or policy. Fellows of AANP are visionaries and, as such, hold an annual think tank to strategize about the future of nurse practitioners and health care. The new Fellows will continue to demonstrate leadership and contribute to the mission of AANP.

Listed below is a complete list of the 64 NP leaders: Amita Avadhani, Kendall Park, NJ; Tina Bettin, Marion, WI; Kimberly Broughton-Miller, Georgetown, IN; Linda Brown, Hialeah, FL; Helen Brown, Davidsonville, MD; Theresa Brown, Thousand Oaks, CA; Kathleen Burkhart, Edison, NJ; Terri Cavaliere, Plainview, NY; Mary Jo Cerepani McKees, Rocks, PA; Jill Cochran, Lewisburg, WV; Patricia Daly, Tacoma, AZ; Pamela Davies, Seattle, WA; Melissa Davis, Mesa, AZ; Sharon Dudley-Brown, Aberdeen, MD; Nancy Edwards, West Lafayette, IN; Kristie Flamme, Oro Valley, AZ; Kate Gawlik, Columbus, OH; Safiya George Dalmida, Tuscaloosa, AL; Wanda Gibson-Scipio, Detroit, MI; Patricia Given, Staten Island, NY; Brian Goodroad, St Paul, MN; Deborah Gray, Virginia Beach, VA; Donna Gullette, Little Rock, AR; Mary Jane Hanson, Lehighton, PA; Surani Hayre-Kwan, Santa Rosa, CA; Meredith Heyde, Simpsonville, SC; Deborah Hopla, Florence, SC; Annette Jakubisin-Komicki, Putnam, CT; Jennifer Kim, Brentwood, TN; Tay Kopanos, Lummi Island, WA; Beverly Lang, Marriottsville, MD; Robin Lawson, Tuscaloosa, AL; Alicia LePard, Gillette, WY; Denise Lucas, Weirton, WV; Paula McCauley, Manchester, CT; Teena McGuinness, Birmingham, AL; Susan Mullaney, Needham, MA; Julienne Ossege, Burlington, KY; Jessica Peck, Friendswood, TX; Daniele Pendergrass, Price, UT; George Perez-Smith, Tampa, FL; Nicholas Perrino, New York, NY; Edward Poindexter, Elkridge, MD; Louise Reagan, Vernon, CT; Elizabeth Rende, Bahama, NC; Imelda Reyes, Atlanta, GA; Kathleen Rhodes, Harvest, AL; Amy Roberts, Athens, TX; Lisa Roberts, Redlands, CA; Kelly Rosenberger, Rockford, IL; Gretchen Schumacher, Grand Rapids, MI; Laura Searcy, Smyrna, GA; Elizabeth Sloand, Baltimore, MD; Mary Smania, Dewitt, MI; Mary Smith, Starkville, MS; Rhayun Song Daejeon, S Korea; Charlotte Thrall, Phoenix, AZ; Colleen Walsh-Irwin, East Northport, NY; Linda Watkins, Madison, MS; Georgann Weissman, Palm Beach Gardens, FL; Karen Whitt, Crozet, VA; Melody Wilkinson, Fairfax, VA; Megan Williams, Millford, DE; Edward Yackel, San Antonio, TX.

Congratulations to all!

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Who Are These Two Nurses?
Unfortunately, no one was able to identify both nurses. The e-mail submissions identified either one or the other of the two nurses. However, stay tuned. You will have other nurses to select from... A Flash from the Past. Good luck next time.

Charlotte M. Wood, PhD, MSN, MBA, RN
Kathy Ogle, PhD, RN, FNP-BC, CNE

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The Nurse Practitioner Association of Maryland (NPAM) held a Mini Conference and Spring Membership Meeting on Thursday, April 26, 2018 at the Hilton Baltimore BWI Airport Hotel. The mini conference included two speakers, Dr. Ann Morrison who presented on the detection of mild cognitive impairment and dementia, and Dr. Steven Crawford, Assistant Chief, Department of Psychiatry, University of Maryland, St. Joseph Medical Center, who presented on the management of eating disorders.

The mini conference was followed by the annual membership dinner meeting. Karen E. Evans, Executive Director of the Maryland Board of Nursing delivered the keynote, followed by the annual business meeting and induction of the officers for 2018/19, and a presentation of the 2018 Legislative Highlights by Beverly Lang, Executive Director for NPAM and Julia Worchester, Legislative Consultant.

Congratulations to the following NPAM officers for 2018/19: Roseann Velez, President, Tonya Appleby, President Elect, Veronica Quattrini, Treasurer, Suzette Heptinstall, Baltimore District Director, Elizabeth Joyal and Cherie O’Neil, Capital District Co-Directors, Cathy Chapman, Mountain District Director, Sharon Fisher, Northwest District Director, Ellen Farrell, Southern District Director, Claire Bode, Legislative Committee Chair, Kristen Rose, Conference Planning Committee Chair, and Mary Ellen Connolly, Membership/PR Committee Chair.

Thank you to Veronica Gutchell, Ameera Chakravarthy, Alissa Dye, Charlotte Turner, Kathleen Woodruff, Kelly Watson Huffer, for your leadership and service to NPAM.

The author, Beverly Lang is the Executive Director of NPAM and can be reached at NPAMEXDir@npedu.com. Visit our website for more information about NPAM: www.NPAMOnLine.org.

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Mentoring: A Guide to New Faculty Success

Charlotte M. Wood, PhD, MSN, MBA, RN

The historical context of mentoring is as ancient as the Greek goddess Athena who was the guardian and teacher of Odysseus’ son, Telmachus (N.A., 1997). Today’s application of mentoring encompasses a special relationship when one professional (the mentor) assist another (the mentee) in the successful development of their professional role. The relationship develops over time and is essential to the growth and development of the mentee.

While mentoring is common in all professional relationships, this paper will focus on the mentor, mentee roles in academia. A mentor is a competent, experienced faculty member or nurse that serves as a resource person and role model to new nurses. On the other hand, the mentee is the new faculty member assigned to the mentor for a period of approximately one year to assist in the transition and orientation to the unit and the organization. The role of a mentor fulfills a special function in the clinical practice area of nursing education. The mentor is chosen for excellence in clinical practice, personal and professional attributes, the desire to teach, and a personal and professional commitment of respect for others (Greene & Puetzer, 2002).

Mentor Roles and Programs

Mentors play a strategic role in the success of the new faculty member, staff, or unit. The efforts that are displayed towards the mentee are mimicked by the surrounding professionals. New faculty members are very observant; therefore the actions of the mentor are closely scrutinized for appropriate role modeling. Feldman, Arean, Marshall, Lovette, and O’Sullivan (2010) reported that mentors must act with conviction and integrity because these behaviors highlight the importance of role modeling. The mentor must realize that the mentee will often mimic the good behaviors of the mentor. New efforts that are displayed towards the mentee are mimicked by the surrounding professionals. New faculty that fail to meet the initial objectives of the mentorship program are to be placed on a learning contract.

A learning contract is a written agreement that the mentor and the mentee have negotiated the goals, stipulated clarifications of expectations, and understand the roles of each part of the mentor-mentee relationship. Using this type of structured format will provide a more specific mentorship experience. An effective mentorship experience should assist the mentee in accomplishing goals that will help them reach their maximum potential. It will also assist the mentor in advanced assessment, appropriate communication, and the development of appropriate feedback.

Conclusion

Outcomes have reflected that mentored faculty members with successful professional development frequently hold or assume leadership positions within the organization, have enhanced intuitive perception of organizational “fit” and empowerment, demonstrate greater productivity and self-efficacy, have higher retention rates, and experience improved job satisfaction. Good mentors share technical expertise, enhancement of communication skills, as well as life experiences. Mentors and mentees frequently develop lifelong relationships that facilitate lasting memories that live long after the relationship has dissolved.

Goals of Mentorship Programs

The highest goals achieved from mentorship programs are the benefit of completing the professional and personal achievement of learning, and progressing over time to a high level of independence and customer satisfaction (Mijares, Baxley, & Bond, 2013). It is important that the mentee realize that the mentor would only terminate the relationship under dire circumstances. Most mentees, like their mentors are committed to the relationship and hold most information in a confidential manner. Mentees become good listeners, good observers, and good problem-solvers. Comparatively, the mentors are able to see how important a role the mentees play in helping to shape their clinical judgment and promote their critical thinking through a system of collaborative inquiry.

Mentorship is applied throughout the clinical nursing program through mentor program goals and objectives. The mentor program goals and objectives are to be linked to the course and unit’s goals and objectives. These goals are then written into the clinical objectives.

The Evaluative Process

The evaluation process of the mentor-mentee program includes the completion of an evaluation tool that was developed specifically to address the program goals and objectives, mentorship goals and objectives, the learning objectives, and the skills checklist. New faculty that fail to meet the initial objectives of the mentorship program are to be placed on a learning contract.

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References

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Please note you will not be able to obtain the application to request these organizational RN License Plates through the MVA on your own. The MVA requires nurses to go through us, your state nursing association, to receive an application to request your organizational RN License Plates.

For an application, you will need to mail the following to our office:
- A sheet with your full name, current address, current phone number, current email address and your Maryland RN license number. You must be a registered nurse and have an active RN license in order to obtain these specialized tags.
- A check or money order in the amount of $75.00 made payable to the Maryland Nurses Association.

Mail to:
Attn.: Marie Ciarpella/RN Tags
Maryland Nurses Association
6 Park Center Court, Suite 212
Owings Mills, MD 21117

Upon receipt of this materials our office will return to you, a MVA application for you to complete and return back to our office. Once we review your application, it will be forwarded to the MVA where the MVA will process your application and mail your plates to you.

Please allow 5-8 weeks for your request for RN plates to be processed through the system at the Motor Vehicles Administration.

Please direct questions about the RN tags to Marie Ciarpella at mciarpella@marylandrn.org or 443-334-5110

Leadership Opportunities for 2018 Election Cycle

The MNA Committee on Nominations is seeking nominees for the 2018 election cycle.

Two positions on the MNA Board of Directors are open for election in 2018: President-Elect and Secretary. The President-Elect is elected for a term of one year, then transitions to the role of President for two years, followed by a year as the Immediate Past President; it is a four year commitment in total. The Secretary is elected for a term of two years. MNA Board of Directors terms start at the first Board of Directors meeting after the annual membership meeting which will occur on November 1, 2018 this year.

All candidates must be a MNA/ANA joint member.

If you are interested in any of these positions or would like more information, please contact Ed Suddath, Chief Staff Officer at esuddath@marylandrn.org.

Visit http://jobapscloud.com/md for a detailed job announcement and to apply online

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• Save $125 on ANCC initial specialty certification and $100 on certification renewal as a member.
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